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SCORES LAXITY OF FACTORY MANAGEMENT AND CADRES

INSPECTION REVEALS POWER PLANT PROBLEMS -- Hankow Ch'ang-chiang Jih-pao,  
 12 Apr 50

Many management problems were revealed through an inspection made from 20 March 1950 to the end of that month of the O-nan (Southern Hupeh) Electric Power Company. At the beginning of the inspection program, more than 700 suggestions and problems were submitted by officials and workers. These suggestions and problems bore out the fact that laxity by the management was seriously effecting production. For example, a study of the records revealed that the amount of sick leave taken this year had increased over the amount taken during the same period of the previous year.

It was also reported that workers did not feel responsible for the quantity and quality of the work produced. In general, they were not awakened to the fact that public property was their property. Losses of material through the various stages of processing were astounding. Not only was there a great loss in material, but since standards and methods for productions were not set up, there was also a great loss in manpower.

The inspection uncovered lack of coordination between the various sections within the plant. This weakness was most apparent in the large amount of time consumed in the requisitioning and transferring of material or labor between sections within the plant.

The inspection aroused in the workers a democratic spirit, which was revealed in the problems and suggestions submitted by all levels. Everyone became very conscious of the waste not only in material but also in time. The value of the inspection was particularly shown in the part it played in the training of leadership, as well as in solving various problems.

The O-nan Electric Power Company was formerly operated under KMT control. After the Communist government took over the plant, there was a 25.61-percent increase in production while the amount of coal consumed decreased to approximately one half.

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As a result of this inspection, it was suggested that a new administration for operating the plant be formed where the workers would be the leaders. It was brought out that a plant control committee, which would be responsible to the workers for production, should be formed. Plans are also being made to teach new techniques to the workers and their suggestions are to be adopted whenever practicable.

#### CHARGES SLACKNESS AT DAIREN MACHINE WORKS -- Lu-ta Jen-min Jih-pao, 18 Apr 50

Dairen -- Serious slackness in the discharge of responsibility for control of production on the part of management exists in the Dairen Machine Works. This fact is indicated by the following conditions:

1. No one takes responsibility to see that production plans are completed. The planning section is in confusion and fails to supply proper drawings for the work to be done; the operations section issues confused orders; there is much mutual recrimination among the foremen of different departments.
2. No one is specifically responsible for the tools and machines. A system of special responsibility for the control and use of tools and machines was instituted in June 1949, with certificates of assignment to the workmen authorized to use them, but the system is no longer in effect. There is no correct and up-to-date inventory of the tools and machines which should be on hand. Any workman, needing a tool, helps himself, if he can find what he needs. The slogan is "everybody is responsible," but the result is that no one is responsible.
3. The same applies to materials and finished articles. Much time is wasted hunting for materials in a great pile of miscellaneous iron and steel. When a job is finished, it is apt to lie for 20 to 30 days with no one keeping track of it. Each man minds his own business, irrespective of others; there is practically no coordination.

Now the workmen are demanding a reform in management from top to bottom, with allocation and enforcement of responsibility for all phases of production.

#### SCORES LEADERSHIP IN CAR FACTORY -- Lu-ta Jen-min Jih-pao, 18 Apr 50

Dairen -- Dissatisfaction is increasing among the workmen in the motor car factory of the Dairen Transportation Company due to lax leadership on the part of management and cadres. For some time, the widespread movement to encourage constructive suggestions by workmen yielded excellent results. However, of late, the leadership is paying little attention to workmen's suggestions. Meetings of management and labor to discuss new suggestions have been irregular and less frequent. Consequently, the number of suggestions submitted by workmen is decreasing month by month, and the morale of the workers is at a low ebb.

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